



Durham Police Department

Professional Standards Annual Report – 2017

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DURHAM POLICE DEPARTMENT

MISSION STATEMENT

To minimize crime, promote safety, and enhance the quality of life in partnership with our community.

VALUES

We respect the rights and individuality of all people. We are committed to personal and organizational integrity. We are committed to providing quality service in partnership with our community.

Mission Statement
Values
Organizational Vision
Accreditation
Code of Ethics
Policy & Procedures

FOUNDATION

ORGANIZATIONAL VISION STATEMENT

To be a progressive law enforcement agency committed to reducing crime by providing the best quality of service, fostering public confidence and maintaining the highest standards of excellence as a community partner for positive change.

CODE OF ETHICS

As a member of the Durham Police Department my fundamental duty is to serve the public interest. I must therefore conduct myself in a manner that fosters the respect, trust and confidence of the public.

I will keep my private life unsullied as an example to all and will behave in a manner that does not bring discredit to me or to my agency.

I will maintain courageous calm in the face of danger, scorn or ridicule; develop self-restraint; and be constantly mindful of the welfare of others.

I will be exemplary in obeying the law and the regulations of my department and honest in thought and deed both in my personal and official life. Whatever I see or is confided to me in my official capacity of a confidential nature will be kept secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feelings, prejudices, political beliefs, aspirations, animosities or friendships to influence my decisions.

I will never engage in acts of corruption or bribery, nor will I condone such acts by other Department members. I will cooperate with all legally authorized agencies and their representatives in the pursuit of justice.

I know that I alone am responsible for my own standard of professional performance and will take every reasonable opportunity to enhance and improve my level of knowledge and competence.

ACCREDITATION

The Durham Police Department is committed to the organizational excellence through the participation in the Police Accreditation process. Excellence in policing promotes effective and efficient practices within the organization and thus provides for quality service to the community.

The Durham Police Department has been accredited by the Commission on Accreditation for Police Agencies, Inc. (CALEA) since 1991 and remains committed to continual improvement and organizational development that is garnered by the process.



Message from the Commander

This annual report, which is prepared by the Professional Standards Division of the Durham Police Department (DPD), is a review of department investigations involving both sworn and non-sworn employees of the DPD conducted in 2017. The information provided in this report derives from the analysis of key areas including: Internal Affairs Investigations; Bias Based Policing; Use of Force; Vehicle Pursuits and Department Motor Vehicle Collisions.

The 2017 Professional Standards Division Annual Report has been developed with three goals in mind:

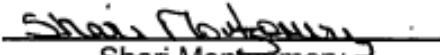
1. To provide information on the complaint process, investigative process and disciplinary process of the department;
2. To provide information on the Community oversight of administrative investigations conducted against personnel of the DPD;
3. To provide an overview of the results of internal and external investigations, use of force actions and vehicle collisions involving personnel and vehicle pursuits;

Due to the nature of Police work, Officers are expected to identify, assess, and respond to situations with limited information and to take the most appropriate action. Though some interactions between police officers and citizens are highly stressful and rapidly evolving, most reach the best possible solution without complaint or force.

When a citizen feels that their interaction with an officer does not comply with the standards of the Durham Police Department or that the employee has exceeded their authority or acted inappropriately, it is necessary that these issues be addressed by supervisors and Command Staff. In order to ensure that these issues are handled correctly, a system of guiding principles must be in place to ensure that all concerns, external or internal, are addressed promptly, sufficiently, and fairly. These principles must ensure the following:

- The citizens' concerns and complaints are taken seriously, investigated properly and will ensure due diligence on the part of the Department to address any identified violations of policies and procedures;
- Employees will receive an unbiased and thorough investigation. To ensure that employees continue to have confidence in this system, they must know that if their behavior or actions are found to be consistent with Departmental policy and procedures, that they will be supported by the Department.;
- The Department is able to monitor and identify trends in employee behavior, favorable or unfavorable, in order to adjust and modify policy, practice, and training.

The DPD has numerous General Orders, Rules and Regulations, and Standard Operating Procedures for topics ranging from Uniform Dress Code to the Use of Force. When an alleged violation of these policies has been discovered, an investigation is conducted to determine what policy, if any, has been violated and if so, what punishment is appropriate.


Shari Montgomery
Captain, Professional
Standards Division

Professional Standards Division

The Professional Standards Division (PSD) is a part of the Office of the Chief of Police and is comprised of Internal Affairs, Staff Inspections and the Office of Accreditation. The PSD Commander reports directly to the Chief of Police.

Internal Affairs

The Internal Affairs Unit is managed by a Captain who serves as the Division Commander. One Lieutenant, Three Sergeants, Two Corporals, a non-sworn Administrative Coordinator and a non-sworn Office Assistant comprise the staff of the Internal Affairs Unit. In 2017, the Internal Affairs Unit handled 310 cases, which included Use of Force reviews, Vehicle Pursuit reviews, Vehicle Crashes involving Department members, Performance Reviews, Citizen Complaints/Concerns and Administrative Investigations.

Staff Inspections

The Department maintains one Sergeant as the Staff Inspector. This position conducts inspections on different components of the Department to ensure policies and procedures are upheld and to assist in identifying potential improvements. The Staff Inspector is also responsible for monitoring the state mandated Traffic Stop Report forms. In 2017, the Staff Inspector conducted eight (8) staff inspections on the following agency components:

- Records / DCI
- Body Worn Camera policy
- Property & Evidence (Three Inspections conducted)
- MDC Audits (Two Inspections conducted)
- Driver License Audit

Office of Accreditation

The Office of Accreditation is responsible for managing the Department's CALEA accreditation program and maintaining the Department's policies and procedures. In September 2017, the Department successfully completed its annual review of accreditation by the Commission on Accreditation for Law Enforcement Agencies for the first year in the current accreditation cycle.

The Internal Affairs Process

Making a Complaint

Citizens may lodge complaints against employees of the DPD via telephone; in-person; through e-mail; written correspondence; or on-line electronic submission. Anonymous complaints are also accepted. In person complaints may be received by the desk officer at police headquarters or any member of the DPD.

Not all complaints require a formal investigation. Supervisors may follow-up with citizens where there may be a misunderstanding of applicable policies, procedures or law.

The PSD's Internal Affairs Unit investigates all allegations of misconduct that carry more serious consequences for the employee, the Department or threatens the community's confidence in the police. The employee's immediate supervisor conducts internal investigations of complaints with less serious consequences for the employee or community confidence. When the investigation is complete, the employee's divisional chain of command shall review all of the facts and determine how the complaint is adjudicated.

The DPD makes every effort to investigate and adjudicate employee involved investigations in a timely manner.

The Investigative Process

All PSD investigations and notifications of complaint disposition follow guidelines established by state law and department policy.

Upon receipt of a complaint, the PSD staff enters the complaint into the case management software system, which assigns a complaint file number to the case. The case management software permanently captures all elements of a complaint throughout the investigative process. The information within the system cannot be deleted, even if a complaint is later withdrawn by the complaining party. The PSD Commander will review the complaint allegations to determine which policy violations are applicable for investigative purposes; determine the severity of the allegation(s); and assign the case for investigation.

The assigned supervisor conducts the investigation, which consists of:

- Interviewing and obtaining a statement from the complaining party;
- Interviewing and obtaining statements from relevant witnesses;
- Obtaining physical, documentary, photographic and video evidence;
- Interviewing and obtaining a statement from the accused employee;

- Re-interviewing complainants, witnesses or accused employees to clarify facts; and
- Completing summaries of evidence and events surrounding the allegation(s) of misconduct and investigation results.

Violations of Criminal Law. When an employee is alleged to have violated a criminal law, two parallel investigations typically occur: The Internal Administrative Investigation described above; and a separate Criminal Investigation which is conducted by the Criminal Investigations Division (CID). All criminal investigations are reviewed by the District Attorney to determine if the employee will be prosecuted.

Use of Force Resulting in Death. Any Use of Force by members of the DPD that results in the death of a citizen or any in-custody death is investigated as a violation of criminal law. There are three concurrent investigations that are conducted under these circumstances: **(1)** The Administrative Investigation by Internal Affairs as described above; **(2)** A Criminal Investigation, by the North Carolina State Bureau of Investigation as an independent agency investigating the actions of the officer; and **(3)** A Criminal Investigation conducted by the DPD's CID into the criminal actions of the deceased. The findings of the State Bureau of Investigation are submitted to the District Attorney to determine if the employee will be prosecuted.

Department Vehicle Collisions (Crashes). All department vehicle crashes are investigated in accordance with N.C. State Law and department policy. All department vehicle traffic crashes are forwarded to the PSD for review by an Internal Affairs investigator.

Other Investigations. DPD supervisors conduct investigations into all Use of Force applications, Firearm Discharges, Vehicle Pursuits and Injury to Citizens. Once information has been gathered by the supervisor and a conclusion of facts has been developed, the case file is ready for a review by the employee's chain of command for concurrence with the findings of the investigation and if warranted, a disciplinary recommendation.

Case Findings

Findings are determined by the assigned supervisor based on a conclusion of the facts and reviewed by the employee's chain of command as described above. Each allegation will receive one of seven possible findings:

Sustained - The investigation disclosed sufficient evidence to prove the allegation made in the complaint. The standard of proof to sustain an allegation is defined as a preponderance of the evidence, a much lower standard than proof beyond a reasonable doubt.

Not Sustained - The investigation failed to disclose sufficient evidence to prove or disprove the allegation made in the complaint.

Exonerated - The acts that provided the basis for the complaint or allegation occurred; however, the investigation revealed that they were justified, lawful and proper.

Unfounded - The allegation is false or the employee could not have committed the violation.

Withdrawn - The complainant withdraws the complaint before completion of the investigation or finding of fault.

Discontinued - Circumstances exist where the investigation can no longer be continued against the employee.

Policy Failure - The allegation is true. There is, however, no written policy governing the conduct in question therefore, the officer was not inconsistent with departmental policy.

PSD reviews all investigations for consistency with the established investigative process, but does not participate in determining or assigning discipline in any investigative cases.

The Discipline Process

Disciplinary actions are the sole responsibility of the employee's chain of command. In cases with sustained findings the investigation is returned to the employee's commander for recommendation for disciplinary action. The employee's commander is provided a history of disciplinary actions for the applicable violation and the employee's history to assist with making a recommendation. The recommended discipline is forwarded through the employee's chain of command for concurrence with the recommendation.

It is the policy of the DPD to follow a progressive disciplinary system and to ensure that all discipline will be administered in an equitable, fair, and consistent manner in accordance with City Policy HRM 322 - *Disciplinary Policy*.

Civilian Police Review Board (CPRB)

The City of Durham, under the authority of the City Manager, has tasked a citizen based oversight committee known as the Civilian Police Review Board to function as an Ad-Hoc hearing committee on behalf of citizens who disagree with the findings of their complaint. The nine-member board is appointed by the City Manager and confirmed by the City Council for term limit service. The CPRB accepts appeal requests in cases where the complainant disagrees with the finding(s) of an investigation. The CPRB will review the appeal request to determine if there are grounds for an appeal hearing.

Professional Standards Cases

A review of reports and statistical information from 2017 was conducted to identify trends, policy concerns and training needs. It is important to note that a single incident may generate multiple actions in the Internal Affairs case management system. The 310 cases handled or reviewed by Internal Affairs in 2017 reflects the total number of cases, some of which may be related to the same incident. Figure.1 illustrates how different Internal Affairs cases may be linked together:

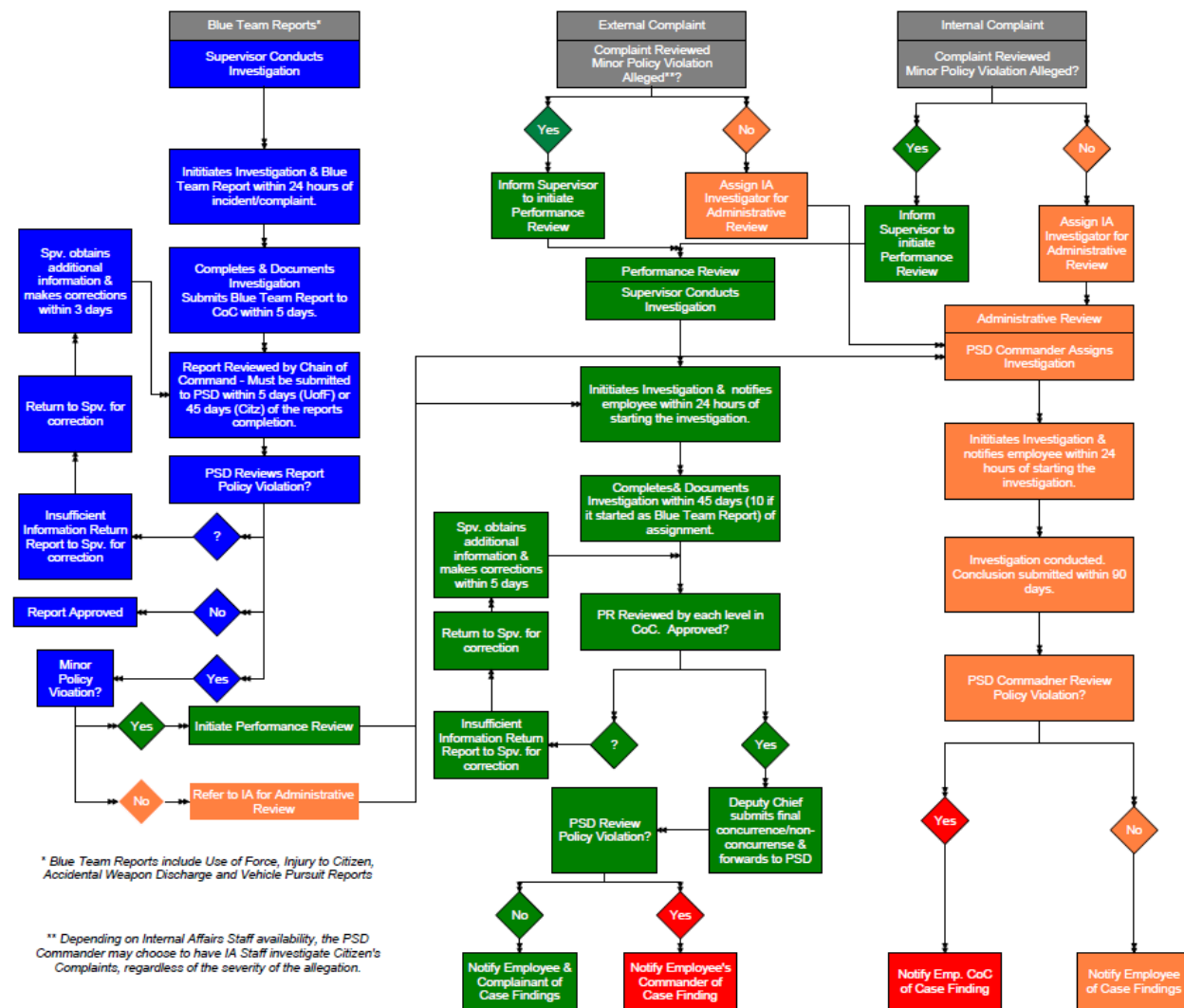


Figure.1

When reviewing the statistics for Internal Affairs cases, it is also important to keep in mind that a single case may contain more than one allegation of a policy violation, and/or may involve more than one employee.

Figure 2 reflects the breakdown of cases reviewed or investigated by Internal Affairs in 2017:

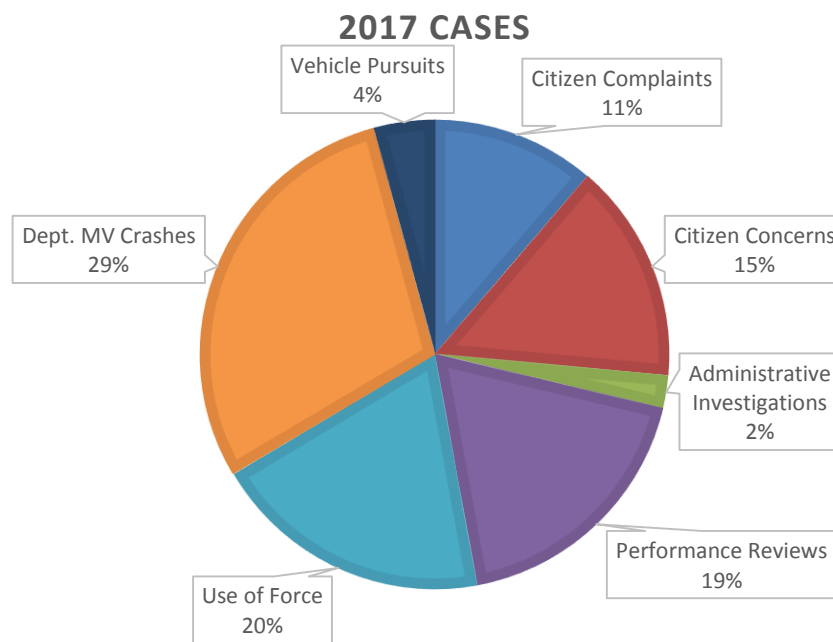


Figure.2

Citizen's Complaint

A Citizen Complaint occurs when the Department is notified that an employee's conduct or behavior leads an individual to believe that a policy, procedure or law was violated during a citizen-police interaction. A new category for Citizen Concerns was started in 2016 to address complaints that were submitted by citizens that did not involve allegations against specific members of the DPD but were in reference to issues such as noise complaints and improper parking.

An analysis of citizen-police interaction was conducted by comparing the total number of calls for service for 2017. Calls for service (CFS) are those citizen-police interactions that are entered in the department's computer aided dispatch (CAD) system. These calls for service can be initiated by a citizen's request for police response or self-initiated activity by police personnel. In 2017, 35 Citizen's Complaints were made which included 87 total allegations.

Citizen Complaints in General	2015	2016	2017
Calls for Service	280,673	280,902	274,885
Citizen Complaints	75	47	35
Citizen Concerns	na	24	47
Citizen Allegations	133	117	87
Complaints per CFS	0.0003	0.0001	0.0003

Table.1

Allegation Findings – Citizen's Complaints	2015	2016	2017
Sustained	12	14	19
Not Sustained	15	12	7
Exonerated	54	65	45
Discontinued	4	2	3
Unfounded	28	23	5
Withdrawn	7	0	2
Other	13	1	0
Pending	0	0	11

Table.2

2017 Top 5 Allegations of Policy Violation	Citizen Complaints
GO 4008 – Use of Force	22
Rule 1.3 – Conduct Unbecoming Police Department Personnel	11
Rule 2.2 – Performance of Duty	9
Rule 2.4 – Responsibility to Respect the Rights of Others	9
GO 4004 – Warrantless Search and Seizure	7

Table.3

Administrative Investigations

Administrative Investigations are internal investigations that are initiated at the direction of the Chief of Police or their designee due to the severity of the allegations of potential misconduct or alleged violation of criminal law. The PSD conducts these investigations.

In 2017, seven (7) Administrative Investigations were generated which included 20 total allegations.

Administrative Investigations [AI]	2015	2016	2017
Total AI Initiated Cases	24	23	7
Total Number of AI Allegations	64	63	20
Total Number of Employees Involved	33	32	11

Table.4

Allegation Findings – (AI)	2015	2015	2017
Sustained	39	24	15
Not Sustained	9	6	0
Exonerated	7	17	2
Unfounded	4	3	0
Withdrawn	3	5	0
Discontinued	5	7	3
Policy Failure	0	0	0
Other	0	1	0

Table.5

2017 Top 4 Allegations of Policy Violation	Administrative Investigations
GO 4083 – Body Worn Camera	5
GO 4018 – Preliminary and Follow-up Investigations	3
Rule 1.2 – Obedience to Laws	2
Rule 1.3 – Conduct Unbecoming Police Department Personnel	7

Table.6

Performance Review

Performance Reviews are initiated by the employee's supervisor or command level authority. The initiation of a performance review can occur when command level personnel identify potential violations of department policy, procedures or alleged misconduct. Performance Reviews can also be generated after a review of a Use of Force Investigations or Vehicle Pursuit Investigations. In 2017, 57 complaints were initiated which included 59 total allegations.

Performance Reviews	2015	2016	2017
Total Performance Reviews Initiated	71	60	57
Total Number of Allegations	96	87	59
Total Number of Employees Involved	77	65	58

Table.7

Allegation Findings – Performance Reviews	2015	2016	2017
Sustained	71	65	53
Not Sustained	10	5	2
Exonerated	13	8	1
Unfounded	0	0	0
Withdrawn	2	5	0
Discontinued	0	0	1
Policy Failure	0	4	0

Table.8

2017 Top 5 Allegations of Policy Violation	Performance Reviews
GO 2017 – Secondary Police Employment	15
Rule 2.2 – Performance of Duty	8
GO 4028 – Report Writing	6
Rule 1.2 – Obedience to Laws	4
GO 4019 – Vehicle Pursuits	4

Table.9

Disciplinary Actions

Each situation is unique and the City of Durham reserves the right to treat violations of its rules, regulations, policies, guidelines or other performance expectations on an individual basis without creating a binding precedent for other cases which may arise in the future.

The City of Durham utilizes a progressive disciplinary policy for performance of duty issues. It also reserves the right to determine the level of discipline for personal conduct issues without use of progressive disciplinary principles.

Figure.3 Illustrates the Discipline Process after a policy violation has been identified:

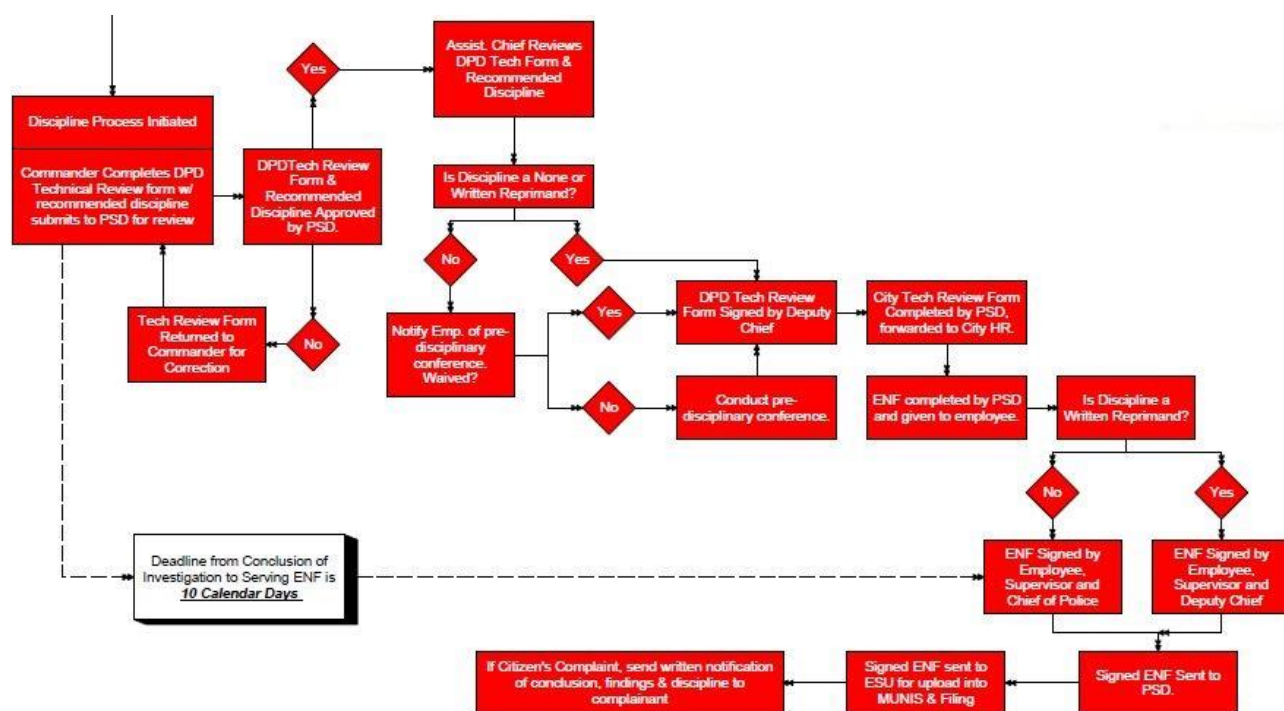


Figure.3

In 2017, there were 92 disciplinary actions. Some allegations may pertain to more than one employee while the disciplinary actions are counted by individual employees.

Disciplinary/Personnel Actions Taken

Actions Taken	2015	2016	2017
Suspensions	21	21	14
Demotions	0	2	0
Resignation (in lieu of termination)	3	1	2
Termination	1	2	0
Other (Reprimands, etc.).	71	63	76

Table.10

Use of Force

The DPD uses North Carolina Training and Standards mandated subject control techniques to instruct personnel in the legal application of use of force. This instructional lesson plan trains officers to understand the level of force most appropriate for the level of resistance faced by the officer. General Order 4008 - *Use of Force* establishes the Department's policy and procedures for the deployment and reporting of force. An officer's decision to use any level of force is based on the behavior presented by the subject involved. When an officer finds it necessary to use force to achieve a lawful police function, they must use the most reasonable amount of force necessary given the totality of the circumstances given at the time. By law and policy, an officer must continually assess the totality of the circumstances and appropriately escalate, de-escalate, or completely cease any force used to overcome subject resistance. Members of the DPD are never justified in using excessive force. In 2017, Internal Affairs reviewed 60 Use of Force cases. In some cases, more than one type of force was used.

Less-than-Lethal Force

Officers are issued equipment which may be used to protect themselves or others, or to gain control of non-compliant or assaultive individuals in arrests and other enforcement situations. The use of a conducted electronic weapon (Taser), aerosol weapon (Pepper Spray), or impact weapon (Baton) shall constitute a use of less-than-lethal force. Training on less-than-lethal weapons is required biennially. In 2016, DPD's use of force policy was revised. As a result of this revision, specifically the guidelines for the use of a Taser when someone is fleeing from the officer, the number of Taser uses has declined.

Type of Force	2015	2016	2017
Expandable Impact Baton	1	1	1
Aerosol Spray	2	9	5
Taser	55	27	10
Canine	13	11	4
Other (includes weaponless tactics)	44	54	44
Total Agency Custodial Arrests	6600	6094	4996

Table.11

Precipitating Factors in Use of Force Application

The PSD reviews all applications of force to include what precipitated an application of force. The analysis is conducted to identify needs in training and/or policy evaluation. For the purpose of this report the types of precipitating factors have been broken into three categories:

Active Aggression – This includes physically fighting with officers, assaulting officers, presenting a weapon, and verbal statements of escalation such as threatening the officers, etc.

Passive Resistance – This includes refusing to follow instructions, fleeing, physical resistance like pulling away when the officer attempts to apply handcuffs, and non-aggressive statements indicating refusal to comply.

Other/Safety – This includes statements or actions where an individual threatens to harm themselves or another, or any non-aggressive action that could result in serious injury or harm or any reason the officer articulates that is not a selection available on the Use of Force report.

Figure 4 illustrates the types of resistance that precipitated and officer's decision to utilize force to affect an arrest.

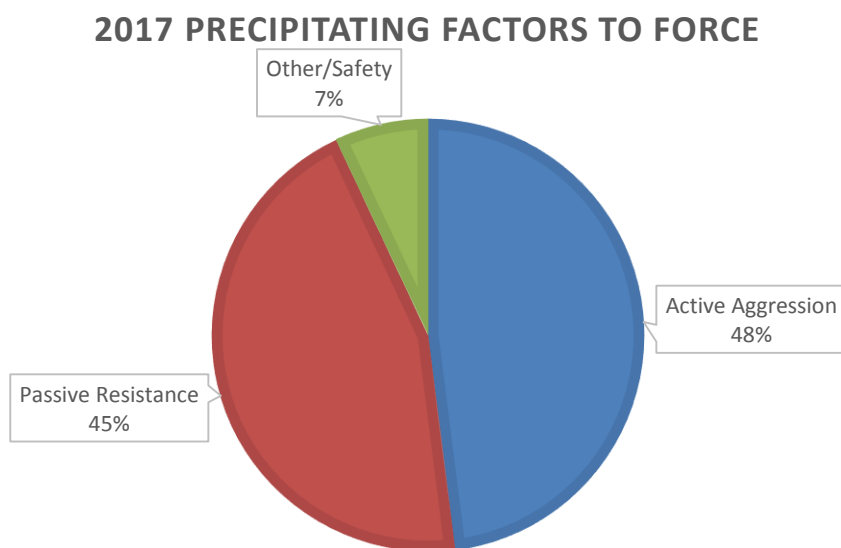


Figure.4

Supervisors investigating Use of Force incidents consider the level of force used in relation to the factors that precipitated the use of force when determining whether or not the appropriate level of force was used. In 2017, there were no trends or patterns in the relationship between precipitating factors to force and level of force used that required additional review.

Use of Deadly Force

Deadly force is the most extreme application of the force continuum that is likely to result in serious permanent bodily injury or death. The application of deadly force is generally applied by the discharge of a firearm, but can also include the use of a motor vehicle or impact weapon. All deadly force actions by Durham Police Personnel are

thoroughly investigated in three separate components: **(1)**The Department's Internal Affairs Division conducts an administrative investigation to determine compliance with policy, procedures and training; **(2)** The Department's CID conducts a thorough investigation into the actions of the involved citizen, and **(3)** the State Bureau of Investigation (**SBI**) conducts an independent investigation into the criminal actions of the officer to determine if any violation of state law occurred. The SBI's findings are presented to the Durham County District Attorney's Office for review to determine if the actions of the officer were justified or, if probable cause to charge the officer exists.

Sworn personnel of the DPD are required by the North Carolina Criminal Justice Training and Standards Commission to receive use of force training annually (that includes firearms qualification and a review of the use of force policy) in order to maintain their police certification.

Deadly Force Application	2015	2016	2017
Firearm Discharge	3	2	1
Motor Vehicle	1	0	0

Table.12

Table 13 provides a breakdown of use of force activity by race and gender. While 60 Use of Force cases were initiated, some circumstances required more than one type of force.

2017 Use of Force Statistics by Race/Ethnicity and Gender of Citizen										
		Race/Ethnicity & Gender of Citizen								
		White Non- Hispanic		Black Non- Hispanic		Hispanic/Latino Any Race		Other		Total
		M	F	M	F	M	F	M	F	
Firearm	Discharge	0	0	1	0	0	0	0	0	1
	Number of Citizens Receiving Non-Fatal Injuries	0	0	0	0	0	0	0	0	0
	Number of Citizens Receiving Fatal Injuries	0	0	1	0	0	0	0	0	1
Conducted Electrical Weapon		2	1	6	0	1	0	0	0	10
Expandable Impact Baton		0	0	1	0	0	0	0	0	1
Aerosol		0	0	3	2	0	0	0	0	5
Weaponless Force		7	2	28	4	1	1	0	1	44
Canine	Release Only	0	0	0	0	0	0	0	0	0
	Release & Bite	0	0	3	0	1	0	0	0	4
Total Use of Force		9	3	43	6	5	1	0	1	65
Total Number of Incidents Resulting in Officer Injury or Death		14	0	1	0	0	0	0	0	15
Total Agency Custodial Arrests		471	270	2877	952	303	92	19	12	4996
Total Complaints Investigated Regarding Use of Force		0	1	3	5	1	1	1	1	13

Table.13

Bias Based Policing Review

Bias based police practices can have a profound, negative impact on the DPD's relationship with its community members. General Order 4074 - *Bias Based Policing* strictly prohibits bias based profiling. In 2017, the department did not receive or investigate any complaints related to bias based policing.

Traffic stop data is also reviewed by the department's Staff Inspector regularly to look for abnormalities that may indicate whether or not an officer is engaged in bias based practices. The following criteria are used to determine if a further review is necessary: the officer has conducted at least 25 traffic stops with 75% or more of the stops being of minority drivers.

In 2017, the Staff Inspector forwarded the names of 29 officers whose traffic stop report data met the above criteria to the individual's Commander for review. The Commanders reviewed in-car camera footage, body-worn camera footage and patrol locations for each of the officers. All of the officers were found to have complied with department bias based policing procedures.

In 2017, the DPD conducted Bias Based Policing training as part of the annual in-service training. The training included a review of the Department's policy and state traffic stop reporting requirements.

Motor Vehicle Pursuits & Collisions

Collisions involving Department Employees

PSD utilizes a Traffic Accident Review Board represented by an Internal Affairs Sergeant; the DPD Fleet Manager; Traffic Services Sergeant (non-voting member); and a North Carolina Training and Standards Certified Specialized Driving Instructor. This board reviews all department traffic collisions to determine if the officer involved violated department policy as well as recommending equitable disciplinary action.

The DPD active fleet of 498 City owned vehicles averages approximately 9,800 miles per vehicle yearly. DPD fleet vehicles were involved in 91 vehicle collisions during 2017. Of the 91 collisions, 29 were found to be a violation of policy; therefore, disciplinary action was imposed.

After completion of basic drivers training in the academy, personnel do not receive any other updates on driving unless they have been found at fault in a number of collisions and are mandated to attend remedial drivers training. In 2017, the department required 9 employees to attend and successfully complete remedial drivers training.

An employee involved in a vehicle collision where there is an obvious indication that the employee is at fault is required by city and department policy to immediately submit to a drug and alcohol screening test.

Motor Vehicle Pursuit

Motor Vehicle Pursuits are governed by General Order 4019 - *Vehicle Pursuits*. Vehicle pursuits are permitted when the officer reasonably believes that the violator has committed a violent felony and, by nature of the crime committed, the violator poses a threat of serious injury to the public or other police officers if they are not apprehended immediately. The forcible stopping of a motor vehicle is considered a use of deadly force therefore all requirements for the application of deadly force apply.

In 2017, 13 vehicle pursuits were initiated by department personnel, of which 2 were terminated either by the pursuing officer or a supervisor prior to apprehension of a suspect. Twelve of the pursuits were initiated because of a felony offense and 1 was initiated as a result of a traffic violation which was in violation of policy.

As with Use of Force reports, when an officer engages in a vehicle pursuit, a supervisor submits a Vehicle Pursuit Report to PSD with an incident critique attached. Each report is reviewed by PSD to ensure that they are in compliance with department policy. In 2017, nine (9) pursuits complied with department policy and four (4) violated department policy. Eleven (11) of the pursuits resulted in crashes where four officers and 13 suspects were injured.

All reports submitted in 2017 were analyzed. As a result of the 2017 Pursuit Report Analysis, there were no patterns or trends observed, therefore, there are no recommended changes to the policy or training at this time.

In September of 2017, General Order 4019 was reviewed during the agency's annual CALEA assessment. Recommendations were made by the assessor to more clearly address the involvement of motor units and clarification with regards to legal intervention. The recommendations were reviewed by Executive Command Staff and minor changes were made.

Conclusion

This 2017 Annual Report from the Professional Standards Division seeks to educate and inform the community and employees about the Department's commitment to maintaining a high level of professionalism among the men and women who serve the Durham community. The DPD Professional Standards Division will continue to work with citizens and members to earn trust and cooperation in order to best serve the City of Durham.